



International Labour Organization

Part I: Technical Proposal

Building effective policies against child labor in Ecuador and Panama



Proposal submitted by ILO (DUNS 020301941) in response to SGA 12-10

Date of submission: 19 November 2012

Submitted to:

Brenda White and James Kinslow
Grant Officers
US Department of Labor
Procurement Services Center
200 Constitution Avenue NW
Washington, DC 20210

Submitted by:

Constance Thomas, Director
International Program on the Elimination of
Child Labor
International Labour Organization
4, route des Morillons
CH-1211 Geneva 22

In partnership with:



A. ABSTRACT

Project Name: Building effective policies against child labor in Ecuador and Panama

Name of Applicant: International Labour Organization (ILO)

Sub-Grantees: Fundación Esquel of Ecuador and Casa Esperanza of Panama

Funding Requested From USDOL: USD 3,500,000 for a duration of 48 months (4 years)

The Project builds on the progress made in **Ecuador** and **Panama** and seeks to improve the effectiveness of public policies and law enforcement in combating child labor. The Project starts out with **a research and knowledge enhancement** strategy to identify and assess the existing gaps in current policies to combat child labor. It will also focus on the social protection programs in the two countries, especially those that relate to indigenous peoples, Afro-descendants, migrants and persons with disabilities. It will develop policy proposals that allow each country to make the necessary adjustments for a more comprehensive and effective response to the problem. Based on this research, the Project will develop an **advocacy and awareness raising strategy** to push for the eradication of child labor as priority in the social and economic policies of both countries. This will provide a sense of urgency to the elimination of child labor in the current context of economic growth and focus on social inclusion policies. This strategy will empower key national and local stakeholders (indigenous, Afro-descendants and disabilities organizations and leaders, employers, trade unions, journalists, academics, youth, parents and children) to increase the social demand on Government at all levels for the effective elimination of child labor.

A key aspect to guarantee the effectiveness and sustainability of public policies is to generate a sense of co-responsibility among political leaders and officials at national and local levels. To this end, the Project will employ a cross-cutting strategy of **training and increasing knowledge and technical capacities** (diploma courses, training of trainers, in-service training, peer-to-peer training packages) for

government officials and other national stakeholders, as well as local authorities, communities and their leaders.

A **Child Labor Monitoring System** that also monitors **Safe Youth Employment** will complement the capacity building strategy. The system will include an electronic platform, inter-institutional protocols and training packages to be implemented at the national level and piloted locally in two municipalities in both Panama and Ecuador. The system will facilitate coordination between central and local governments and improve their capacity to implement public policies and ensure the safeguarding and restitution of children and families' rights. This in turn requires **coherent and updated legislative frameworks** with proper mechanisms to ensure their enforcement. The project will contribute to this by building the capacity of labor inspectors, and by strengthening the role of local stakeholders in the identification and monitoring of child labor. The project will also support an update of fundamental regulatory tools such as the hazardous child labor list. Afro-descendant and indigenous communities will be consulted to ensure that their cultural context and reality is taken into account.

The **linkages between child labor and disabilities** and between **child labor and safe youth employment** will always be taken into account as cross-cutting issues to ensure their integration into the public policy response to child labor.

Taking advantage of the momentum in Ecuador and Panama on the elimination of child labor, as well as the significant progress in other Latin American countries, the project will **disseminate and share lessons learned and good practices** between and among countries. This will be done through an innovative horizontal cooperation model contributing to the sustainability of the project interventions.

The project's four strategic pillars: i) research and increased knowledge for effective advocacy; ii) training and capacity building of private and public stakeholders; iii) National and Municipal Child Labor and Safe Youth Employment Monitoring Systems; and iv) coherent and up to date legislative frameworks, will jointly lead to the expected result, namely to strengthen public policy and enforcement to sustainably combat child labor among vulnerable populations in both Ecuador and Panama.

B. TABLE OF CONTENTS

A. ABSTRACT	II
B. TABLE OF CONTENTS.....	IV
LIST OF ACRONYMS	V
C. PROJECT DESIGN NARRATIVE.....	1
1. BACKGROUND	1
2. PROJECT DESIGN AND STRATEGY.....	3
Component 1: Strengthening institutional capacity and policies to combat child labor	7
Component 2: Safe Youth Employment.....	14
Component 3: Raising Awareness	20
Component 4: Supporting child labor monitoring and the collection of reliable data on child labor	24
Component 5: Addressing the Links between Child Labor and Disability	30
Component 6: Sharing Lessons Between and Among Countries.....	35
Component 7: Promoting Transparency and Accountability	38
3. ORGANIZATIONAL CAPACITY	39
3.1 International and U.S. Government Grant and/or Contract Experience.....	43
3.2 Country Presence and Host Government Support	44
3.3 Fiscal Oversight	45
3.4 Key Personnel	47
3.5 Other Professional Personnel	49
3.6 Project Management Plan (please refer to chart in Annex D).....	49

LIST OF ACRONYMS

AMPYME	Authority for Micro, Small and Medium Enterprises
BTL	Below the line
CETTIPAT	Committee for de Eradication of Child Labor (Panama)
CINTERFOR	ILO's Regional Training Center
CLMS	National Child Labor Monitoring System
CMEP	Comprehensive Monitoring and Evaluation Plan
CNNA	National Council on Children and Adolescents
COMUNIDEC	NGO (Ecuador)
CONADIS	National Council on Disabilities
DIRETTIPAT	<i>Dirección contra el Trabajo Infantil y Protección de la Persona Adolescente Trabajadora</i> (Directorate against Child Labor and for the Protection of Adolescents)
ETI	Child Labor Survey - Encuesta Trabajo Infantil – (Panama)
ENEMDUR	National Survey on Employment Unemployment and Subemployment, Urban and Rural Areas (Encuesta Nacional de Empleo, Desempleo y Subempleo, Área Urbana y Rural) - Ecuador
FUR	Single Registration Card (Ficha Única de Registro)
GAD	Decentralized Autonomous Governments (Ecuador)
GEM	Global Evaluation and Monitoring
GoP	Government of Panama
IAO	Internal Audit and Oversight
IFARHU	Institute for Professional Training and Human Resource Management
ILO	International Labor Organization
INADEH	National Training Institute for Human Development
INFA	National Institute for Children and Family (Ecuador)
IPEC	International Program for the Elimination of Child Labor
JUNTOS	Social Protection Program of Conditional Cash Transfers (Peru)
KAP	Knowledge, Attitude and Practice
LI&LL	Labor Inspection and Labor Law Enforcement Specialist
MCDS	Ministry of Social Development (Ecuador)
MCLMS	Municipal Child Labor Monitoring Systems (Ecuador and Panama)
MIDES	Ministry for Social Development (Panama)
MIES	Ministry of Economic and Social Inclusion (Ecuador)
MINEDU	Ministry of Education (Ecuador/Panama)
MITRADEL	Ministry of Labor and Workforce Development (Panama)
MoE	Ministry of Education (Ecuador)
MoH	Ministry of Health (Ecuador/Panama)
MoL	Ministry of Labor (Ecuador/Panama)
M&E	Monitoring and Evaluation Officer
MRL	Ministry of Labor Relations (Ecuador)
NGO	Non-Governmental Organization
NIOSH	National Institute for Occupational Safety and Health
OSH	Occupational Safety and Health
PD	Project Director
SCREAM	Supporting Children's Rights through Education, the Arts and the Media

SECAP	Ecuadorian Professional Training Service
SENIAF	National Secretary for Children, Adolescents and Family (Panama)
SENPLADES	National Planning Secretariat (Ecuador)
SER	System of Evaluation and Outcomes in Education (Ecuador)
SIMPOC	ILO Statistical Information and Monitoring Program on Child Labor
SINEL	National Labor Statistics System (Panama)
SIRTI	ILO's Regional Information System on Child Labor
SNDPINA	National Decentralized Comprehensive Protection System for Children and Adolescents
SP	Social Protection
UDELAS	University of the Americas
UN	United Nations
UNESCO	United Nations Educational Scientific and Cultural Organization
USAID	United States Agency for International Development
USDOL	United States Department of Labor

C. PROJECT DESIGN NARRATIVE

1. BACKGROUND

Poverty: In 2010, almost a third of the population of Ecuador and Panama lived below the poverty line (World Bank 2012) despite a decade of high sustained per capita growth. Important challenges remain to ensure access to services for the most vulnerable populations, such as indigenous peoples, Afro-descendants and people with disabilities. National conditional cash transfer programs (Human Development Grant¹ in Ecuador and Opportunities Network² in Panama) have covered more than half the income deficit of extremely poor families and increased demand for education and health services.

Education: In **Ecuador** and **Panama** primary education is almost universal but, in both countries, secondary education coverage varies significantly between regions and school attendance is much lower for vulnerable groups. For example in Ecuador in the Esmeraldas and Chimborazo regions, there are districts with less than 8% secondary school attendance. In **Panama**, the national enrolment rate is 67%, compared with 39% for the Ngäbe Buglé *comarca* (2010 Census), an area with a high concentration of indigenous people. **Ecuador** ranks 11th and **Panama** 14th in international achievement test scores for 3rd grade math (UNESCO, 2009) but there are also significant gaps between regions, with the Esmeraldas province in Ecuador and the indigenous *comarcas* in Panama experiencing the lowest academic outcomes (2008 SER scores).

Child Labor: In **Ecuador**, the number of children in child labor fell by more than 400,000 to 5.8% in 2010 due to national efforts to eradicate child labor in dumpsites, construction sites, markets and slaughterhouses (2010 Census). This rate increases to 8.3% in Chimborazo, which has an indigenous population of 40% and to 7.6% in Esmeraldas, which has a 48% Afro-descendant population. In the Pichincha region, 33% of children are engaged in hazardous activities such as agriculture, construction and domestic work (2010 Census). In **Panama**, the 2010 Child Labor Survey shows that 7% of children

¹ Known as *Bono de Desarrollo Humano* in Spanish.

² Known as *Red Oportunidades* in Spanish.

aged 5 to 17 years work. This rate rises to 26% among the indigenous population. The proportion of indigenous children who attend school exclusively is 61% (24% lower than the national average), while 20% combine work and school, 5% work exclusively and 13% neither work nor study. School attendance is 24% lower when the child works, a gap which is greater in the case of boys. Among indigenous populations, this gap is less than 5%, revealing problems of educational quality. Labor is concentrated in agriculture (in hazardous activities) mostly taking the form of unpaid family work (57%).

Institutional framework: In **Ecuador**, the National Decentralized Comprehensive Protection System for Children and Adolescents (SNDPINA), charged with implementing, controlling and evaluating policies, plans and programs for the protection of children was created in 2003³. The Ministry of Labor Relations (MRL) is responsible for Child Labor policies and programs, while the National Institute for Children and Family (INFA) is responsible for children's rights and direct services. The National Council on Children and Adolescents (CNNA) is responsible for policy and coordinates actions with Municipal Committees. Social agendas like the Equality Agenda for Children and Adolescents 2012-2015 and the National Development Plan *Buen Vivir* 2013-2017 include child labor elimination goals. In **Panama**, in 2009 the independent National Secretary for Children, Adolescents and Family (SENNIAF) was created. The Ministry of Labor and Workforce Development (MITRADEL) and specifically the *Dirección Contra el Trabajo Infantil y Protección de la Persona Adolescente Trabajadora* (DIRETIPPAT) created in 2010, are responsible for the child labor policy.

Legal Framework: In **Ecuador** child labor is regulated in the Constitution (art. 46) and the Children's Code (2003, articles 81, 82, 83). Work for those under 15 must not exceed 30 hours per week, and is not allowed on weekends. The Children's Code (art.87) lists hazardous activities prohibited to adolescents. In 2008, the CNNA approved a new list which includes 93 prohibited activities for adolescents⁴. No work permit from MRL is required to work in allowed activities. **Panama** does not have a specific children's agenda nor a children's code or law. A draft Bill has been in the National Assembly

³ As a result of the coming into force of the Child and Adolescents Code in 2003.

⁴ *Reglamento de Trabajos Prohibidos para adolescentes en capacidad legal de trabajar bajo relación de dependencia o por cuenta propia, 2008.* Workers and employers were not part of the development process of this *Reglamento*.

since 2008. The Family Code, however, prohibits children under 14 from work. The Labor Code extends the minimum age to 15 years when children have not finished primary school. In the maritime sector, the minimum age is between 15 to 17 years old. The ILO's Committee of Experts has repeatedly requested the GoP to raise the minimum age to 15 years to be in line with ILO Convention No. 138. The draft Bill on the protection of children and adolescents sets the minimum age at 15 years old. The Family Code allows for children between 12 and 14 to carry out light work outside school hours and establishes work to be prohibited for children under 18. A hazardous child labor list was approved in 2006 and regulates activities children of legal working age can perform⁵. Adolescents over 14 years are not allowed to work more than 6 hours a day and not at all at night. A work permit certifying that the adolescent is physically healthy is required under the Family Code and the Labor Code requires employers to keep a register of working adolescents.

National policies on child labor: There is a strong commitment in both Ecuador and Panama to combat child labor. Both countries have set national goals to eliminate the worst forms of child labor by 2015. **Ecuador** is currently updating its National Plan for the Progressive Elimination of Child Labor (2008– 2013) and **Panama** has set the goal of eliminating all child labor by 2020 in its National Road Map. Both countries have National Committees for the Prevention of Child Labor.

2. PROJECT DESIGN AND STRATEGY

The Project consists of an interlinked set of interventions and has been designed in connection with, and complimentary to the Project funded by SGA 11-12. It seeks to strengthen policies and to enhance capacities to combat child labor in vulnerable groups especially indigenous, Afro-descendants, migrants and persons with disabilities, in Ecuador and Panama. In Ecuador, the comprehensive set of interventions will have an additional focus on **linking child labor and disability**. The strategy will combine, as a first step, the **generation of specific knowledge** with an **advocacy strategy** that aims to impact public policies. The goal is the allocation of public expenditure budget (with indicators and

⁵ Reference Executive Order 19.

targets) for the prevention and elimination of child labor with a results-based approach. The research will deepen and widen knowledge in largely uncovered areas such as the impact of child labor on productivity and economic growth of the countries, health and safety risks and hazards in specific sectors, and child labor amongst specific vulnerable groups. The Project will also propose modifications in the national data-gathering instruments in order to identify, at all levels of the Government, potential demand for specialized services for vulnerable groups. This extended knowledge base will be used to design an **awareness-raising and social mobilization** strategy in conjunction with local communities in order to generate the social demand required for an effective public response to child labor.

Simultaneously, as a cross-cutting strategy contributing to sustainability, the Project will develop a **training strategy** with different training modalities (Diplomas at Universities, training of trainers and in-service training packages) to build national and local authorities and community members capacity. The training packages will be enriched and updated by the generated knowledge.

The Project will create a **national and municipal child labor monitoring system (CLMS)** linking the different levels of key actors to complement and enhance capacities of formal labor inspections through social surveillance systems (Local Support Groups and Municipal Committees) that will supply inputs for the CLMS. The Project will develop tools and methodologies for the identification, registration and follow-up of child labor cases. Building upon the ILO's **youth employment guarantee approach** that aims to facilitate access to safe work by improving the employability and entrepreneurialism of young people between the ages of 15 and 18, the CLMS will include a "one stop shop" model that will be tested in four local pilots, to provide counseling and advice to adolescents of legal working age who may have deficits in their education and training looking for safe youth employment opportunities. The one-stop-shop will register working adolescent cases, the type of advice they have been given and the public services they are referred to as a tool to prevent them to enter into hazardous work or to remediate hazardous conditions.

As a means to operationalize and facilitate the implementation of public policies on child labor, the Project will support efforts to review the **national legal frameworks**, in order to eliminate

contradictions related to exceptions to child labor and to update and harmonize national and local hazardous child labor lists.

The strategies proposed build upon the achievements and lessons learned generated by the ILO in Latin America and other countries, and has an important focus on **disseminating and sharing lessons learned and good practices** between and amongst countries through an innovative South-South horizontal cooperation model based on a peer-to-peer relationship which contributes to the sustainability of the Project interventions. **Transparency and accountability** features will be mainstreamed through all components using local, national and international mechanisms that will contribute to the appropriation of the Project by the target beneficiaries and in the long-term ensure the sustainability of efforts.

The selection of target-municipalities in each country will be based on a set of criteria, established in coordination with project SGA 11-12, to be successively applied, such as choosing those municipalities with high presence of indigenous or afro-descendant population, greater incidence of child labor and low school attendance rates. A final selection of target-municipalities will be made using the following criteria: (1) A clearly stated political commitment by municipal authorities to implement child labor prevention and elimination activities and provide matching contributions to Project interventions; (2) the availability of a functioning Municipal Committee in the case of Panama and a Municipal Committee for the Rights of Children and Adolescents in the case of Ecuador; (3) the existence of opportunities for synergy with national and local institutions implementing social protection programs or child labor-related initiatives. In the case of the *comarca* Ngäbe-Buglé, with a different administrative organization, the strategy to install the CLMS will be developed in close consultation with the local authorities.

The Project was designed through a highly participatory consultation process with the main allies and stakeholders in the two countries, both at central and local levels. 3 stakeholder workshops were organized, one in each country and one bi-national. As a result, 5 central government institutions, 1 indigenous organizations, 1 employers' organization, 1 international organization and 1 university in Ecuador and Panama support this initiative. The proposal has the endorsement of the Vice-Presidency of

Ecuador and the Office of the First Lady of Panama .This shows the strong institutional presence and support of governments and other key stakeholder institutions.

USDOL Component	Gaps To Be Addressed By This Project	Project strategy
1. Strengthening institutional capacity and policies to combat child labor	<ul style="list-style-type: none"> • Lack of coordination between public policy instruments and public and private interventions. • Lack of coordination among local, regional and national level. • Weak inter-institutional coordination. • Inadequate and contradictory legal framework • Limited enforcement. • Weak labor inspection. • Legal adolescent work not well regulated or addressed. 	<ul style="list-style-type: none"> • Develop tools that operationalize the national strategies (protocols). • Create national and local system for monitoring and recording child labor. • Build capacity and develop training packages for specific audiences. • Improve links between Conditional Cash Transfer Programs and child labor • Update the hazardous child labor lists • Establish adolescent labor registry system • Organize exchange of experiences among countries
2. Safe Youth Employment	<ul style="list-style-type: none"> • Working conditions and risks associated with adolescent's labor are not documented or registered. • OSH and child labor laws concerning adolescents are not enforced and do not include concerns related to disabilities. • Lack of specific training materials. • Communities are not included in the identification of hazardous labor, nor aware of how to refer cases. • Employers lack knowledge on hazardous conditions and how to remedy. 	<ul style="list-style-type: none"> • Implementation of a one-stop shop for youth employment and training • Provide technical assistance for Youth Employment Policies • Community consultations as input for national hazardous child labor lists. • Develop sector specific guidelines for specific audiences • Strengthen capacities through training packages for communities, health staff. • Adapt job placement services and job skills training programs.
3. Raising Awareness	<ul style="list-style-type: none"> • Insufficient understanding and knowledge of child labor, its causes and consequences. • Shortage of tailored messages to support community empowerment, in particular among indigenous communities • Social tolerance and acceptance of child labor 	<ul style="list-style-type: none"> • Carry out KAP studies. • Design strategies at local level with participation of actors. • Generate social demand. • Use information generated in research and data collection to create evidence and show impact
4. Supporting CLM and the collection of reliable data on child labor	<ul style="list-style-type: none"> • Insufficiency of data on child labor at the local level, and in particular in rural areas. • Little information generated and results not put to use. 	<ul style="list-style-type: none"> • Analysis of the relationship between child labor and variables. • Modify instruments for gathering information nationally on impact of social protection programs • On-line national child labor platform
5. Addressing the Links between Child Labor and Disability	<ul style="list-style-type: none"> • Little research has been done on how disabilities and child labor interact. • Laws only cover immediate needs, not long-term social protection needs such as job security. • Skills development training programs are not suited for children with disabilities • Inspectors, health-workers, teachers do not know how to recognize hazardous work that can cause disabilities nor refer cases when identified 	<ul style="list-style-type: none"> • Link child labor related policies to existing disability policies • Include disability variable in national data gathering instruments. • Successful integration of children with disabilities in compulsory education • Training and analysis of potential labor market and self-employment opportunities. • Awareness- raising.
6. Sharing Lessons Between and Among Countries	<ul style="list-style-type: none"> • Successful models are not replicated or made known in other countries which could benefit from experiences good practices and know-how developed elsewhere. • Exchange is often limited to one single visit with no follow-up. 	<ul style="list-style-type: none"> • Implant innovative horizontal cooperation model based on a peer-to-peer relationship developed and tested through other regional IPEC projects.
7. Promoting Transparency and accountability	<ul style="list-style-type: none"> • Lack of transparency on dissemination of results. • Sustainability of efforts diluted. 	<ul style="list-style-type: none"> • Active participation of national, regional and local authorities, indigenous, afro-descendant, migrant and disability groups. • Organize public events

USDOL Component	Gaps To Be Addressed By This Project	Project strategy
		<ul style="list-style-type: none"> • Use new technologies and virtual platforms to reach target groups.

Component 1: Strengthening institutional capacity and policies to combat child labor

Despite the efforts in Ecuador and Panama in recent years which have strengthened regulatory frameworks for addressing child labor, reduced the incidence of child labor in a significant and sustained way, created social programs that address the poverty –related causes of child labor, and increased the level of knowledge and social awareness of the phenomenon and its implications, the problem of child labor persists especially among specific ethnic and social groups such as indigenous peoples and Afro-descendants. These groups are often also marked by the worst poverty and exclusion indicators.

National and Municipal Plans for the eradication of child Labor: In Ecuador, in addition to the National Plan for the Progressive Elimination of Child Labor (2008– 2013), the issue of child labor is fully integrated in the goals of the National Plan *Buen Vivir*, the 2005-2014 National Ten Year Plan for Comprehensive Protection of Children and Adolescents, the Social Agenda for Children and Adolescents, and the specific objectives of the 2009-2013 National Plan *Buen Vivir*. The integration of the issue into broader instruments, which is positive, brings the challenge that each plan is implemented and monitored by different institutions. For example, the National Planning Secretariat (SENPLADES), the Ministry of Economic and Social Inclusion (MIES), the Ministry of Social Development (MCDS) and the CNNA are each developing specific actions on child labor. Their actions however, are not coordinated or complementary because there is no coordinating mechanism in place.

To overcome this weakness, the Project will promote the design of an Ecuadorian National Strategy for Combating Child Labor linked to the new National Plan for Good Living, under design by SENPLADES, based on a results-based approach that will allow measuring the country’s overall public policy in this area. The Project will provide specialized technical guidance to develop the strategy and undertake an exchange of experiences with Peru and Colombia, countries that have successfully applied this results-based approach and methodology (Output 1.1).

To improve coordination and linkage between the different relevant institutions involved, a multi-sectoral protocol for the identification and referral of cases will be designed, tested and validated in two local areas. The protocol will establish action flows and processes needed to ensure that the institutions provide appropriate remedial care to child victims and restore their rights.

National and Municipal Child Labor Monitoring Systems: In order to improve public policy management and monitor progress in this area, the Project will design a National Child Labor Monitoring System, based on the Colombia model through a South-South cooperation agreement, which will allow all institutions to coordinate better all intervention strategies and actions that address child labor. This system will provide useful information on target children, and the use and coverage of individual public services in different regions in the country. A similar National Child Labor Monitoring System will be implemented in **Panama**. Training as well as implementation support aimed at national officials will be provided by the Project to ensure the proper operation of the system. (Output 1.1, 1.2)

The Project will also provide technical support to officials from target municipalities and Municipal Committees from Chimborazo and Esmeraldas provinces in Ecuador to establish Municipal Child Labor Monitoring Systems (MCLMS). In Panama the MCLMS will be piloted in one municipality in Darien and one in the *comarca* Ngäbe. Information generated by MCLMS on working girls and boys – who they are, where they come from, what hazards they are exposed to – will help policy-makers at all levels know where the problem lies so they can plan accordingly and support the labor inspectorates' work on identification and referral. As the MCLMS will support the work of the labor inspectorate, it needs to receive authorization at national level from the Ministry of Labor and the National Committee. The Municipal Committees will oversee monitoring activities and ensure inter-agency cooperation while the actual monitoring will be conducted by the key local stakeholders who have been trained for this task. The MCLMS, therefore, will support better coordination both at “upstream” (policy-level action) and “downstream” (direct action) levels (Output 4.3). This MCLMS will also include modules that register counseling received by adolescents and the follow up of risky cases (Outputs 2.5 and 2.6; activities 2.5.1. and 2.6.1.).

With this action, the Project will complement the sectoral vision of child labor in the current Ecuador's national policy and allow building on the successful results achieved with this approach (especially in sectors such as dumpsites, markets and, recently, slaughterhouses) and advancing towards a more integrated "area-based approach." This will prevent withdrawn children from moving from one sector to other sectors which may be more hidden and hazardous.

This is consistent with the vision of the National Executive Secretary of CNNA, who, in consultations for this proposal, highlighted the progress made by the country in the sectoral fight against child labor, but acknowledged the continuing challenge for grounding public policy in the communities to address the problem from a more holistic perspective and consolidate progress made so far. The consultation workshops confirmed the need for technical cooperation to implement an area or community based approach. The government is confident that they have the resources and methodology to continue to expand a sectoral strategy but that technical assistance is needed to pilot interventions in the family based farms, indigenous and Afro-descendant communities.

National plan for the eradication of child labor: Panama has adopted a Roadmap towards the elimination of child labor, which is the only public policy instrument that addresses the issue. Despite this specificity, MITRADEL, which is responsible for coordinating and monitoring the thematic roundtables created to implement the Roadmap, does not yet have a budget to implement the Roadmap. To overcome this situation, the Project will organize workshops with the technical panels to revise their terms of reference and working methods so that they are better equipped to mainstream the topic into State programs and services beyond the MITRADEL itself. (Output 3.4) The Project will also work with the various ministries and authorities to assist them to advocate for specific resources to implement the Roadmap.

In addition to assisting the Panamanian authorities in the design and validation of a national CLMS, the Project will implement pilot CLM systems in the Ngäbe *comarca* and Darien. A multisectoral protocol integrating and updating the existing sectoral protocols will also be developed in order to provide an effective response in terms of identification and withdrawal of children from child labor and

integrating them in social protection services. This will be supplemented with a training program and technical monitoring. (Output 1.2)

Migrant child workers: To build on the ILO long term presence in both countries and to take account of their common concerns about child labor among migrant populations, especially in Panama's Ngäbe *comarca*, the Project will also encourage the implementation of bilateral agreements, particularly the one signed between Panama and Costa Rica where a high number of the labor migrants from the Ngäbe *comarca* go.

Building Capacity: In Panama, the Project will also take advantage of the diploma course on child labor presently being taught at the University of the Americas (UDELAS), as an academic training platform. Existing modules will be updated and supplemented and a scholarship program will be offered and co-financed through private initiatives as an incentive for training key actors such as government technical staff, union leaders, teachers and authorities, with special emphasis on indigenous youth and grassroots leaders, and people with disabilities. This model will be replicated in Ecuador. To overcome the difficulty of access to training offered within each of the countries, the Project will develop an online training package to adapt the diploma course on child labor to a distance-learning format. Under this modality, incentive grants will also be provided aiming particularly at local authorities and indigenous youth. By the end of the Project the diploma course will be transferred to the academic institutions for future implementation.

Additionally, in order to build capacity at the local and community level to contribute to the identification and detection of child labor within the two countries, the project will design a train-the-trainer program. This training package will be transferred to local NGOs, community organizations, municipalities and development institutions as well as relevant Ministries in both countries. It is expected that the Ministries in particular, will be able to overcome their staff's lack of knowledge and capacity due to high staff turnover (Outputs 1.3 and 1.4).

Mainstreaming child labor into social and employment protection policies and programs: In **Ecuador**, the national social protection network is based on the Human Development Grant (a

conditional cash transfer), specific programs for people with disabilities (*Juan Gallegos* and *Manuela Espejo*) and the Solidarity and Productive Credit Program (preferential credit, training and product development for micro-businesses). Unfortunately, these programs do not have, as yet, a mechanism to identify, among their beneficiary households, those families with child laborers or children at risk of falling into child labor. This is inconsistent with the priority that the Government has given the issue.

In Panama, the social protection programs that serve the most vulnerable populations consists of educational assistance programs and the Opportunity Network, a national (flat) conditional cash transfer program designed to meet education and health objectives. These two programs have significant presence in the Project intervention areas (Bocas del Toro, Darién, Colón and the Ngäbe Bugle *comarca*). Although these programs have wide coverage, they can still be extended to all the districts in extreme poverty and include specific considerations on child labor.

To overcome these social protection gaps, the Project will undertake a study to identify alternatives for adapting the Human Development Grant and Opportunity Network with a view to improving results in households with child labor. Among the options, a differentiated transfer scheme, an incentive bonus for passing grades and, in the case of Ecuador's Human Development Grant, the incorporation of adolescent occupational training, building on the experience of the Opportunities Network, will be explored. Also, with a view to identifying child labor among beneficiaries of social programs, the Project will develop a proposal to enhance the unique registration form for beneficiaries of the Human Development Grant in Ecuador and the registration form of the Opportunities Network in Panama by including specific questions on child labor in order to generate evidence of the indirect effect of these programs on child labor (Outputs 1.5 and 1.6)

Strengthening Labor Inspection: In Ecuador labor inspection has been strengthened through the recruitment of a greater number of inspectors and the development of targeted child labor actions in landfills, markets and slaughterhouses. Together, these actions have improved the inspectorate's ability to identify child labor situations, fine violators, and verify compliance with imposed penalties. However, it is necessary to enhance even further the skills of inspectors in order to ensure the sustained withdrawal

and prevention of children from child labor by developing comprehensive actions against all forms of child labor and strengthening the local surveillance and monitoring networks to supplement formal inspection activities, particularly in sectors such as family-based agriculture or seasonal migrant work. It is also necessary to increase knowledge on specific topics such as occupational safety and health and disability, with the idea that inspectors can help working-age adolescents to have healthy and safe workplaces to ensure protecting their rights.

In **Panama** there is only one unit with 4 inspectors specializing in child labor to cover the whole country. There is now a need to shift away from this model towards a comprehensive inspection model that will expand child labor responsibilities to the full inspectorate of 120 persons. There is also a need to address the system of fines and penalties for child labor violations to make them effective, and to address the low level of knowledge among inspectors when writing inspection reports and submitting evidence to support the violation and uphold the fine.

To overcome these limitations, the Project will provide in-service training to labor inspectors of Ecuador and Panama at national and provincial levels. In **Ecuador**, the Project will assist the Inspectorate to develop occupational risk profiles that enable inspectors to not only improve on-site inspections, but also develop local guidance and prevention actions regarding the most dangerous activities for children by making better use of information from the child labor module of the National Labor Statistics System (SINEL). Additionally, inspectors will be trained through the integrated occupational health and safety module of the train-the-trainer program in order to update and develop specific skills to prevent hazards for people with disabilities (Activity 1.7.1).

In **Panama**, in-service training will be oriented at building skills for gathering and processing information to enhance their capacity for processing fines and administrative sanctions (Output 1.8.1).

Inspectors from both countries will be prioritized by the Project to participate in the face-to-face and on-line modalities of the diploma courses described above. Scholarships will be offered as an incentive to participate. This will be especially important in Panama where it is necessary to expand child labor capabilities to the entire national inspectorate.

To improve the existing knowledge on hazardous child labor, the Project will develop an information and training guide, published in printed and online versions, to help keep labor inspectors updated with respect to the official list of hazardous activities and their characteristics.

In **Panama**, in order to improve the system of fines and sanctions for child labor violations and strengthen the thoroughness of inspections, the Project will conduct an exchange visit to Ecuador to learn about the SINEL system and, through a South-South cooperation agreement, promote the implementation and replication of the administrative identification and monitoring model to help make the Panamanian labor inspection system more effective (Output 1.4).

Improving labor legislation: On the legislative side, although Ecuador has a strong regulatory framework, problems persist in the implementation of the law because of a lack of clarity on institutional responsibilities between the MRL and the CNNA. An example of this is the existence of four lists of hazardous child labor, which create law enforcement contradictions. To address this, the Project will promote updating the list through technical analysis based on occupational risk studies performed under Component 2 and a review of the data from the latest national surveys. The resulting proposal will be validated in a national tripartite consultation. The Project will carry out the necessary advocacy for regulatory approval of the listing. In the case of **Panama**, the same procedure for updating the current list, in force since 2006, will be used.

In order to respond to cultural and socio-economic specificities, the Project will conduct inter-cultural consultations in **Ecuador** and in **Panama** to identify local hazardous child labor and draw up a list for specific application. This will improve the quality of the data collected in the Child Labor Monitoring Systems and provide relevant information to the local support committees and municipalities for identifying, monitoring and controlling child labor. Validation and transfer of these instruments to the Labor Ministries for future replication will contribute to link the local and community child labor surveillance mechanisms and the national-level labor inspection system (Output 2.1 and 2.2).

In **Panama**, the Project will provide technical assistance to analyze existing regulations and develop recommendations for legal reform to eliminate current inconsistencies between the Labor Code

and the list of hazardous child labor, where for example farm work is considered as a dangerous activity at the same time as permitting “light agricultural work” for children under 12 years.

Permitted adolescent work is not addressed in either country. In **Ecuador**, the government does not promote or encourage adolescent work, even above the legal age, and has put in place a number of deterrent measures, such as legal provisions that make it more expensive to hire teenagers. However, given that there are a significant number of young workers in the country, many of them in precarious situations and with low schooling levels. The Project will provide technical assistance to the MRL for developing a model for an adolescent labor registry system, with a view to ensuring that working adolescents have appropriate protection. This action will be replicated in **Panama** and an exchange of experiences will be facilitated by the Project through webinars with experts from Uruguay, Peru and Colombia, where successful actions have been implemented. In **Ecuador**, a fellowship program for MRL officials will be designed and implemented to allow these officials to see the registration systems in these three countries. Later, once the model for Ecuador is ready, a bi-national seminar will be promoted to transfer the model to MITRADEL in Panama (Outputs 1.9 and 1.10).

Component 2: Safe Youth Employment

In **Ecuador**, the employment rate for adolescents aged 15-17 years is 17.6%, while unemployment stands at 10.0%. Ten percent works exclusively and a significant 9.5% does not perform either activity, which represents a population at high risk, since exclusion can be a road to the worst forms of child labor or even criminal activity. Youth employment is precarious, 38.9% work in micro-businesses and 45.4% toil as unpaid family workers, mainly in agriculture, manufacturing and construction. Over 70% of young people have only completed primary education (ENEMDUR 2011).

In **Panama**, the employment rate among teenagers aged 15-17 years is 15.4%, (2011 Labor Market Survey). 73.6% of adolescents attend school exclusively, 9.0% works exclusively and 10.7% neither works nor studies. Considering the low rates of school attendance in the indigenous *comarcas*, it may be assumed that the youth unemployment rates in these areas are much higher. In Panama, 50% of

adolescents (workers and non-workers) have secondary education as the highest completed level of schooling, 24.6% works in micro businesses and 38.5% as unpaid family workers. The economic sectors in which adolescents work are low-productivity sectors such as retail, restaurants, hotels and manufacturing, leading us to conclude that young people in both countries will have serious difficulties in accessing well-paying, productive employment in the future. This issue is particularly relevant considering there are no government policies in place for education and training for employment to compensate for the disadvantages faced by young workers.

Most children working in **Ecuador** and **Panama** are adolescents of legal working age. For this group, the promotion of safe and age appropriate youth employment is an important strategy to combat their involvement in hazardous work or other worst forms of child labor. Shortcomings however, exist in terms of programs promoting youth employment (training and job placement programs) to address the needs of adolescents between 15-17 years. Although in Ecuador training for employment through the Ecuadorian Professional Training Service (SECAP) is aimed at persons aged 15 - 29 years, there are no specific courses to respond to the needs and learning conditions of adolescents, particularly the more vulnerable and excluded. Panama's National Training Institute for Human Development (INADEH) caters only to people over 18. In terms of job placement programs, in Ecuador the Productive Youth and My First Employment programs serve only people aged 18-29 years. In Panama the government response is through *Padrino Empresario*.

In **Ecuador** there is a regulatory framework for adolescent labor protection embodied in the Code on Children and Adolescents that establishes the list of prohibited activities (as mentioned in component 1, the country currently has 4 hazardous child labor lists, two of them are sectoral) and mandates the creation of an adolescent work register and empowers municipalities to issue work permits and register independent adolescent workers. However, this register does not exist either at national or local level. The Project will promote the creation of a register (database) of working adolescents (component 1) at national and local level through a fellowship program that allows MRL public officials to learn from the experience of Colombia, Peru and Uruguay with the use of registry systems of adolescents workers

(component 6). The benefits of this system are the quantification of adolescent workers and more effective prevention and monitoring.

In **Panama**, an Integrated Law on Children is under development that would contain a specific section on child labor. Presently, adolescent work is regulated by the Labor Code in the case of dependent workers; self-employment is not regulated in the country. The only current initiative in the country responding to adolescents aged between 14 and 18 years is the MIDES' *Padrino Empresario* program. Through a public private partnership between over 150 enterprises and MIDES, this program seeks to improve the living conditions of adolescents between 15 and 17 of age, and motivate them to remain in the educational system. The adolescents receive a scholarship of US\$130 per month and have to attend regular education and participate in internships in administrative jobs for 4 hours a day, acquiring job skills.

The Project's priority is to promote and enhance policies to protect children of legal working age from hazardous child labor and to promote their integration into a range of appropriate training opportunities with a view to self-employment via decent jobs. The goal is to generate an enabling environment conducive to protection and prevention.

Youth Employment Guarantees: Building on the successful experience of the ILO's Youth Employment Guarantee schemes implemented in various countries worldwide, the Project will facilitate access to decent work t by improving the employability and entrepreneurship of young people between the ages of 15 and 18, especially those from rural areas, indigenous and Afro-descendant and migrants and those in a vulnerable situation. The Project will create a *one-stop shop for youth employment and training* in one Municipality in each country. The *one- stop shop* will provide them with counseling by specialized officials on opportunities and services for employment placement services, employability and entrepreneurship, education and training for employment. The Project will train these specialized officials to build local capacities to give appropriate advice. The *one-stop shop for youth employment and training* will also provide information on protection of adolescent workers, their labor rights, and profiles of hazardous and permitted activities for adolescent workers (Output 2.1, Activities 4.1.6 and 4.2.5). In

Ecuador, another input for this service will be the analysis of potential labor market and self-employment opportunities for adults or adolescents with special emphasis in disabilities (Activity 5.3.1).

This *one-stop shop* will also include a monitoring system to register the counseling and personal information of adolescents and provide follow up services for the more risky cases through Local Support Committees in order to guarantee his(her) employment in safe work. This system is part of *Municipal Child Labor Monitoring and Reporting System* (Output 1.1).

In **Panama**, at the national level, the Project aims to strengthen the coordination and coherence of public policies and government action, and provide technical assistance to MITRADEL in order to include the age group 14-17 in the Youth Employment component of the Employment Policy that is currently being designed.

Identification of hazardous conditions and activities: The Project will begin by consulting with the key actors and stakeholders - the Interagency Committee in Ecuador and labor unions, employers' organizations, CETTIPAT in Panama – to validate a set of priority actions.

Through Fundación Esquel and Casa Esperanza, the Project will conduct risk assessments on working conditions of children in key sectors including, but not limited to, sectors such as fishing, flowers, construction, small-scale agriculture, and identify measures for risk reduction and safer alternatives. These will provide inputs to both this Project and the complementary project implemented under SGA 12-11. In addition, the risk assessments will be used as a training device, building sustainable local capacity that will enable workers and employers to carry out such analyses in the future. The risk assessments in target sectors will be used to determine the working conditions of children of legal age. Specific attention will be given to conditions that could give rise to future disabilities and document any existing work-related disabilities and their causes.

The Project will support the development and adoption of updated hazardous child labor lists (Activities 5.1.2 and 5.2.2) to consider new areas of risk and to clarify more precisely those tasks where the risks can be well-managed and, therefore, can be left open for youth employment and those which should be entirely off-limits to youth under 18. IPEC has learnt from experience that this important

exercise often serves as a catalyst for quality dialogue among key partners and generates the necessary consensus and momentum for action. To ensure that the lists are sensitive to ground-level realities, the Project - with Casa Esperanza in Panama and COMUNIDEC in Ecuador- will conduct a series of community consultations that will then feed into the national listing process. At least six of those (3 in Panama and 3 in Ecuador) local lists of hazardous work in family agriculture and fishing will be developed with the indigenous and afro-descendants communities, local governments and workers' and employers' organizations.

Sector-specific and youth-specific materials and guidelines: The Project will develop simple and easy to follow sector specific guidelines -- particularly pertinent to adolescents -- for specific audiences (e.g. youth, their parents, their employers, labor inspectors). The guidelines will highlight hazards in the covered occupations, and provide practical risk reduction measures that can be undertaken. Training materials will also be developed including step by step instructions on how to carry out an interactive hazard mapping exercise to identify obvious and not so obvious hazards in the work place that can be used to raise awareness with adolescents and their communities.

A community-based training course will be developed to prepare local professionals on how to identify physically or psychologically unsafe conditions, how to eliminate unsafe situations and/or provide safer alternatives for the young workers. These will build on the materials that have been already developed by the ILO through earlier USDOL-funded projects, such as the Safe Work for Youth kit, and the guidelines for coffee, sugar and other crops developed in Central America, as well as the employer's initiative "Growing up protected: A handbook for the protection of adolescent workers" (<http://www.ilo.org/ipecinfo/product/viewProduct.do?productId=18135>). It will also make use of some of the innovative and highly interactive materials for young workers that have been developed, for example, by NIOSH in the US that have been demonstrated to have strong and lasting impact. The ILO will ensure that the materials and guidelines developed by this Project are not only responsive to local conditions but also consistent with OSH standards and practice.

In coordination with the Ministry of Health, the Project will adapt and implement a unique training program for frontline health workers (e.g. nurses, community health agents) pioneered in Brazil. The program lays a durable foundation for protecting young workers and will have two parts: a) training frontline health workers to recognize occupational injuries and illnesses of children and provisions of guidelines on referral to inspection and social protection services, b) providing them with a link to the national child labor database so that cases can be reported and statistics generated on children's occupational health (Activities 4.1.6 and 4.2.5). The Project will also coordinate with the Ministry of Health to include awareness raising and educational activities on child labor and OSH within regional and local health plans.

Safe youth employment and training opportunities: order to promote positive, safe and productive youth employment, the Project will support a policy environment that provides safe job opportunities as well as opportunities for vocational training. In coordination with the complementary project implemented under SGA 12-11, the Project will provide technical assistance to adapt job placement services that will improve young people's access to adequate employment opportunities in line with the acquisition of enhanced skills for employment. In the case of **Panama**, the Project will provide technical assistance to MIDES' *Padrino Empresario* program for expanding the provinces of Bocas Del Toro and Darien, where a demand has been identified and provide technical assistance to the MRL in **Ecuador** to ensure that the *Red Socioempleo* Network and the Productive Youth Program, which is in the process of being transferred to the MRL.

In **Panama**, the Project will closely coordinate with the implementers of the project under SGA 12-11, MITRADEL and CETTIPAT to advocate for adapting the INADEH regulations to permit them to provide vocational training to young people aged between 14 and 17 years who are unable to conclude their regular basic education because of extreme vulnerability. The Project will also provide technical assistance to MITRADEL in order to include the age group 14-17 in the Youth Employment component of the Employment Policies currently being designed by the government.

Component 3: Raising Awareness

In recent years the two countries, especially Ecuador, have been very active in conducting national outreach and awareness raising campaigns to increase public awareness of the risks and dangers of child labor and its impact, especially on school enrollment and retention.

In **Ecuador**, communication campaigns on child labor have been carried out by sectors (dumpsites, markets and slaughterhouses) and implemented by MRL and the MIES nationally and recently replicated locally through agreements with the Decentralized Autonomous Governments (GAD).⁶ In **Panama**, the problem of child labor has been addressed through campaigns developed by private actors such as NGOs and businesses for purposes of awareness-raising, fundraising and as part of selective corporate social responsibility efforts.⁷

Despite the campaigns in both countries social tolerance of child labor remain high, partly because the messages have often followed a top-down logic, without prior consultations with the target audiences, especially those most affected by child labor such as indigenous peoples, rural communities and groups of Afro-descendants, among others, to identify their perceptions and assessments. The campaigns have also been, limited by the intensive use of traditional media particularly TV and print, making it impossible to reach remote, scattered and illiteracy-ridden areas. Furthermore, all of them have used the Spanish language, not considering the potential of indigenous languages in generating identity and ownership. To overcome this, the Project proposes a strategy for raising awareness, generating national and local demand based on the identification of favorable attitudes of the population and conducting systematic action for changing cultural patterns.

At the national level, the starting point in **Ecuador**, where the government is carrying out its own campaigns, will be to evaluate the results and use that information to provide technical assistance to the National Secretariat of Communication to improve future interventions to promote social and citizen

⁶ Campaign "Say no to hazardous child labor," underway in markets and slaughterhouses, <http://goo.gl/zEAzd>. Campaign to End Child Labor, <http://goo.gl/NXZXz>. *Un niño que trabaja*, June 2012, <http://goo.gl/jxVbu>. Awareness campaign in Quito markets, <http://goo.gl/jxVbu>. Awareness campaign to eliminate child labor in Cotopaxi, <http://goo.gl/DT7ez>. Awareness campaigns for the Eradication of Child Labor, <http://goo.gl/8sbMn>. Campaign Against Child Labor implemented by the Ministry of Social Inclusion and Economy (MIES), <http://goo.gl/HIa6d>.
⁷ Campaign *Yo Quiero Ser*: <http://www.youtube.com/watch?v=MkmZHVHH1Fc>

awareness. In **Panama**, where there are no public campaigns, the Project will assist the Government in carrying out a public opinion survey to inform the design of a national campaign.

These national child-labor specific campaigns will be supplemented with other public communication activities in the countries, i.e. on the right to education, investment in children and the observance of international holidays like Children's Day, World Day Against Child Labour, Global Education Day and the International Day against the Sexual Exploitation and Trafficking of Women and Children, among others. The Project will use press releases, social networking, feature stories, life stories, alliances with with opinion leaders, artists, comedians, politicians and writers as spokespersons against child labor, etc.to deliver the key messages effectively (Outputs 3.1 and 3.2).

In both countries, the Project will promote alliances to ensure sustainable action for children's rights with strategic partners, such as private businesses, other UN agencies and NGOs working on children's issues, among others.

At the local level, the population will be given priority as a key actor in the design and implementation of awareness-raising actions. The Project will promote, through the Local Support Committees, the participation of stakeholders in workshops to design the strategies to be used. These include leaders of organizations representing vulnerable groups from the intervention areas: indigenous peoples, Afro-descendants, people with disabilities, migrant populations, teachers, authorities, representatives of workers' and employers' organizations, parents, children and youth. Knowledge, attitude and practices (KAP) surveys will be conducted in the areas of intervention, which will help define and prioritize the key messages to be transmitted. This methodology of intercultural dialogue and reflection will ensure that messages suit the target and are culturally relevant (Outputs 3.1 and 3.2).

Local awareness campaigns will be designed in the local languages of the intervention areas in both countries, giving priority to the use of community radio, the media closest to the population of the communities, having proven successful in past interventions due to the popularity and credibility of community radio among the local populations.

The Project is committed to social mobilization in pursuit of promoting proposals to transform this social problem in their communities through the use of public spaces. Creativity, rapport, commitment and taking diversity and plurality into account are key to this process. The goal, in addition to reinforce reflection to change attitudes and behaviours towards child labour is to launch a process increase local demand for social services from the authorities to help generate a sustainable public response to the problem.

Itinerant actions such as child labor caravans is a strategy using the communities' own traditions legends and myths as tools to communicate the issue in a way which allows people to recognize the problem in the context of their own reality

In **Ecuador**, COMUNIDEC has developed a community art manual designed on the basis of ILO's SCREAM methodology (Supporting Children's Rights through Education, the Arts and the Media), a methodology which has proven to be a highly successful tool globally to mobilize children and youth against child labor.⁸ The manual will be implemented in both countries, through artistic expressions in the context of the cultural Caravans, appealing to emotions and emphasizing a multicultural approach to foster greater appropriation of the message.

Furthermore, the Project will use special editions of the online newsletter *Encuentros*⁹ as an outreach tool to publicize its actions. This will serve as a tool to keep strategic partners and beneficiaries informed about Project activities, good practices, and lessons learnt and promote new partnerships, as part of the Project's commitment to transparency.

Since strengthening public policy against child labor requires coordinated, interinstitutional action –in addition to social awareness–, the Project proposes a complementary advocacy strategy with key institutional actors at national and local levels in order to position the subject in each sector's agenda through shared management platforms such as Panama's National Committee or Ecuador's Interagency

⁸ SCREAM was created as an initiative aimed at teachers both in formal and non-formal education to cultivate in young people an understanding of the causes and consequences of child labor. <http://goo.gl/dgidL>

⁹ The electronic newsletter Encuentros was established 10 years ago by IPEC Latin America, and counts today on a regular readership of over 5000 subscribers globally

Committee, and local spaces such as the Municipal Committee for Children and Adolescents in Ecuador or the Municipal Development Committees in Panama.

In terms of institutional competencies, sensitive differences in positioning of the problem are observed sectorally in both countries. While the issue of child labour has earned a prominent place within the Ministry of Labor and the Ministry of Social Development and Inclusion in **Ecuador**, it remains off the agenda of other key ministries such as Education, Agriculture, Economy and Finance. In the case of **Panama**, the subject is well positioned within the Ministry of Labor, the Office of the First Lady and the Children's Secretariat, but does not transcend into other Government agencies. This poses a serious limitation not only for institutional participation in spaces for policy building and coordination, but also for the design and implementation of programs and services that respond effectively to the complexity of the phenomenon and ensure the sustainability of progress made so far. To overcome this limitation, a combined strategy will be developed at national and local levels through advocacy based on evidence extracted from the results of studies, baselines and statistics that the Project will generate and will allow extracting information in the form of white papers, based on which specific materials can be produced for each sector.

The strategy will include a KAP survey of public officials (central government Education, Economy and Finance, Agriculture, Tourism and Housing authorities as well as local government officials) to identify their perceptions and degree of tolerance to child labor, and the motivations that can be resorted to in order to achieve their appropriation of the issue. Based on the survey information, direct advocacy campaigns and social marketing campaigns will be designed using the below-the-line (BTL) technique to segment the audience and tailor the messages to the specific profiles, thus bringing the message closer to the target to ensure appropriation. (Outputs 3.3 and 3.4) To this end, sector-specific information will be used. In the case of Education, the campaign will emphasize the impact of child labor on the learning achievement of school-age children; in the case of Agriculture, messages and materials will focus on child labor as a limitant to the transformation of rural production models; for the tourism sector, focus will be on how the existence of child sex tourism impact negatively on a country's image;

and in the case of Economy and Finance, the effect of child labor on the accumulation of human capital, and on productivity and growth. Thus, officials will act on issues which directly affect their sphere of responsibility and increase their willingness to mainstream the fight against child labor into the functional and budgetary structure of their sector.

At the central government level, the new information and communication technologies such as cellphone text messages, applications for tablets and smartphones, sector-specific flash mob websites, and interest groups on social networks will play a key role to gain access to this group. The same strategy will be applied with opinion makers and academia. (Outputs 3.3 and 3.4)

Advocacy will reach down to the local level through customized advocacy strategies aimed at officials and authorities in the intervention areas in both countries. The means to be used in the communities will be those closest to their own reality: murals near their offices, mailing reports (whitepapers), physical mail in the form of letters from children withdrawn from work addressed to officials, lectures and site visits (Outputs 3.3 and 3.4).

Even with the onset of “new media” and social networks the traditional media still play a fundamental role in generating social pressure, both nationally and locally. The Project will design an awareness raising program for journalists jointly with the project funded under SGA 12-11. Visits will be made to intervention areas where child labor is found, in order to introduce them to the reality of the problem on site. In this way the Project will sensitize them to the issue and build a pool of journalists as strategic partners with knowledge and ownership of the issue (Outputs 3.3 and 3.4).

Public advocacy as a strategy under the Project will be supplemented by the proposed mobilization and awareness-raising actions.

Component 4: Supporting child labor monitoring and the collection of reliable data on child labor

Data collection: It is crucial to count on reliable of information on the relationship between child labor and variables, such as disability and family background characteristics of vulnerable populations (such as Afro-descendants and indigenous peoples) in order to analyze the issue exhaustively and improve

knowledge to inform public policy design. For that purpose, this section proposes to adjust national instruments information gathering both in **Ecuador** and in **Panama** in response to these challenges.

ILO-IPEC has developed with support of USDOL the CMEP approach and has applied this to its own projects as well as projects implemented by others through a Global Monitoring and Evaluation Project funded by USDOL and implemented by ILO-IPEC. This has included policy and capacity projects and components such as the USDOL funded Global Action Plan project. The Project will therefore develop a CMEP as the basis for the implementation of monitoring and evaluation elements such as a theory of change for the detailed design of interventions and as the basis for the impact evaluation design and Outcome Measurement Framework, with indicators and data collection procedures; the Project Monitoring Plan with data collection and processing strategy including methods for data storage, processing, analysis, reporting and dissemination, Contextual Monitoring, midterm and final evaluations, and the impact evaluations. This will allow the Project periodically to review its progress towards its objectives, measure its impact on key outcomes and to conclude if a specific intervention had a significant impact on reducing child labor. It will also provide complementary linkages to the CMEP to be developed for the services Project. As the grantee of the GEM Project, ILO is well equipped to ensure that the CMEP is integral to the Projects effective implementation, and maximum use of the knowledge generated.

Technical assistance and advocacy to include questions on child labor and associated factors in school census and in school achievement surveys, and to process, analyze and disseminate results following the good practice developed by the Ministry of Education in El Salvador: There is still a knowledge gap regarding the impact of child labor on learning. The inclusion of questions on the School Census and Performance Surveys to identify the occupational status and the type of activity performed by the child, as well as the characteristics and environment of the child's household, will provide data to raise awareness how child labor hampers the development of human capital. Project staff will elaborate the questions in consultation with IPECs statistical branch, SIMPOC. The questions will be validated in consultations with the technical teams of the competent Ministries. Throughout the duration of the Project

it will advocate strongly the inclusion of the proposed elements into the statistical instruments of the two countries. In some countries in the region these changes have already been made to the measuring systems and the Project will take advantage of this to promote the exchange of experiences between countries, aiming to demonstrate that these modifications are feasible through the use of specific tools and methodologies. This exercise of exchange will be complemented with documentation of good practices as a means to promote and facilitate its replication (Outputs 4.3 y 4.4).

Technical assistance and advocacy to include additional questions about disability in ENEMENDUR (Ecuador) and ETI (Panama) in order to enhance the knowledge on the relation between and consequences of child labor and disability. In order to improve the knowledge-base on the relationship between disability and child labor and educational outcomes, it is proposed to include questions which, on the one hand, will improve the identification of disabilities in children by determining the type of disability (intellectual, mental, motor, visual, auditory, etc.) and, on the other, will help explore the reasons why children with disabilities work. It is recommended that this type of information be provided directly by the child and not by the parent or guardian. For this task, SIMPOC/ILO's technical assistance will be provided and consultations will be undertaken with organizations specializing in the area of disability in order to inform the technical proposal. The ILO will be responsible for the elaboration and validation of the proposal on indicators with the technical teams of INEC (Ecuador) and CONADIS (Panama), respectively.

The Project will also make the entire necessary advocacy to include these questions in future country surveys, including the forthcoming specialized survey on child labor to be conducted by INEC and for which the technical assistance of SIMPOC/ILO has already been requested. Based on the experience of **Ecuador**, the project will propose the inclusion of a similar group of questions in the Child Labor Survey of Panama, in order to, also in this country, explore the relationship between child labor, disability and household characteristics. The advocacy strategy to achieve this will be similar to the one proposed for the previous activity on measuring the relationship between child labor and school performance.

Technical assistance and advocacy for the inclusion or adjustments of indicators on child labor in Social Protection Programs (Human Development Grant, Opportunities Network), with emphasis on hazardous work in their beneficiary identification registers in order to identify and refer. In the case of **Ecuador**, with the aim of targeting care on child laborers, especially those suffering from disabilities, a technical proposal will be developed to include a set of questions on child labor and disability in the Single Registration Card (FUR), so that social programs run by the country may refer child laborers (particularly those engaged in the worst forms) to specific services or, where such services do not exist, generate adequate services to cater to this group. A single registration card for beneficiaries of social programs does not exist in **Panama** (with different cards having to be filled out for every program), but the MIDES is working on designing a single form. The Project will propose the inclusion of indicators and questions on child labor in this new form and in the Opportunities Network screening form, so that it can be a criterion for targeting and referring these children to specific social services. Project staff will be responsible for the elaboration and validation of the new indicators in close collaboration with the Ministry of Social Development in Ecuador and the MIDES in **Panama**. To strengthen the process, videoconferencing will be organized with key officials from countries where these instruments already include questions and indicators on child labor and related factors, such as Peru and Brazil.

Using ILO methodologies and tools to support the Ministries of Labor in creating an on-line national child labor system: The national system will be piloted in two municipalities in **Ecuador** and two in **Panama** as described in Component 1 to validate the national model. Since all child laborers are identified at the local level the Municipal Child Labor Monitoring System (MCLMS) is an essential tool to provide information into the national system. The model is based on the system developed in Colombia by the ILO. Also envisaged is an intensive training program in data management and administration for national and municipal officials (Activities 1.1.9 and 1.2.9). At the end of the Project the Ministries of Labor will have a validated model for replication in other municipalities and as an input for the creation of a national child labor program.

Provide technical assistance to Health Authorities to design a single registration form including questions on the cause of the injuries and carry out a study to relate illness with child labor conditions and build a profile of hazardous work: Project staff will provide technical assistance to Health Authorities to review the registration forms used to document data of children and adolescents with injuries, illness or disability in clinics and hospitals, and create a single registration form including questions on the cause of the injuries and process, analyze and disseminate the information. A study will be conducted in both countries to assess the registry formats for medical care at all levels of the public health care system to introduce changes which will allow the system to keep track of the causes of child labor related accidents. This information will be recorded via intranet and will be consolidated at the central level. At the local level, it can become an information, sensitization and management tool. The analysis of accidents at work among children will be used to refine the hazardous child labor lists. The information will also be processed to develop local awareness-raising strategies leading to the withdrawal of children from hazardous activities. Finally, it can also be a management tool since the registration of a child with a single and unique code makes it possible to follow the child's evolution and history and refer the child to required services spanning from physical therapy and remedial services to psychological assistance (Activities 4.1.6.and 4.2.5).

Research: The research component will improve the child labor knowledge base for vulnerable populations (indigenous peoples, Afro-descendants, children with disabilities) where little study has been done, and provide inputs to strengthen project interventions inform programs of training and skills development and contribute to improve the strategy of advocacy and awareness raising with policy makers and civil society. Specifically, the relationship between child labor and family and individual characteristics, condition of disability, magnitude of positive perceptions on child labor, parents' labor history (ex- child laborer or not), and how these factors influences the probabilities of children working and dropping out of school, as well as the study of the relationship between child labor and youth employment are analysis to be which will enrich the development and implementation of the Project.

Relation between disability, poverty, and child labor to propose recommendations on policies and programs addressing education needs, social support, and employability options for children under 18 who have acquired permanent disabilities as a result of child labor. This research will analyze the effect of the condition of disability in the family or the individual child on the probability of children becoming child laborers, measured against socioeconomic variables. The study will also identify the interaction between the variables of work and education.

The Population and Housing Censuses of **Panama** and **Ecuador** include a question on disability. Analysis of this variable and other variables such as schooling, ethnicity and the occupational status of children and parents will allow for deeper understanding of the interrelationship among these variables in order to identify critical pockets in care provision, such as: size and demographic characteristics of the child and adolescent population with disabilities who do not attend school, characteristics of children and adolescents who neither work nor study, and their linkage with individual attributes, such as disability or ethnicity. Given that this information comes from a census, it will be possible to determine population sizes by *corregimiento* (Panama) and parish (Ecuador) and target intervention strategies to the most vulnerable groups. Thus, analysis of this information will not only improve knowledge on the situation of children with disabilities and its link to child labor and school attendance, but will also allow targeting interventions geographically.

Links between child labor (hazardous child labor) and youth employment in order to propose recommendations for "second chance education opportunities": (Panama and Ecuador). Child labor and youth employment outcomes are highly interrelated. Employment is typically more precarious for adolescents who were child laborers during their childhood because, among other things, they accumulated a lesser stock of human capital. Furthermore, the link between child labor and youth employment can also point in a different direction. Young workers with low productivity and precarious employment conditions may have less of an incentive to invest in the education of their own children, thus contributing to intergenerational poverty transmission. From a public policy standpoint, neither of the two issues can be analyzed or addressed separately from the other. In a long term perspective it is not

effective to provide employment (or training) opportunities to young people without at the same time addressing the problem of child labor head on (Outputs 2.5 and 2.6).

Study to validate methodologies for enterprises to ensure a child labor free value chain:.

The methodology will be developed for businesses to include this in their Corporate Social Responsibility programs. The Project will stress in working with enterprises the value of monitoring child labor in the value chain and ensuring that it is child labor free. The study will determine the value to the reputation and brand name of an enterprise on monitoring child labour in its value chain. It will seek to quantify the economic benefit to the enterprise.

Study on characteristics and nature of child labor amongst Afro-descendant and indigenous populations (Ecuador and Panama): Although the nature and characteristics of child labor have been studied, not enough attention has been paid to race and ethnicity. The aim of this study is to characterize child labor in the predominantly Afro-descendant and indigenous populations in Panama and Ecuador. This characterization will not only consider the effects on education, but also on children's participation in illicit activities and hazardous child labor. To do this, the methodological tools developed by SIMPOC will be used with ongoing technical assistance from this program. The main source of information for the study will be secondary sources (censuses and household surveys in each country). Also, supplementary primary sources will be used such as rapid assessments or baseline surveys to be determined after award and in coordination with the governments of both countries.

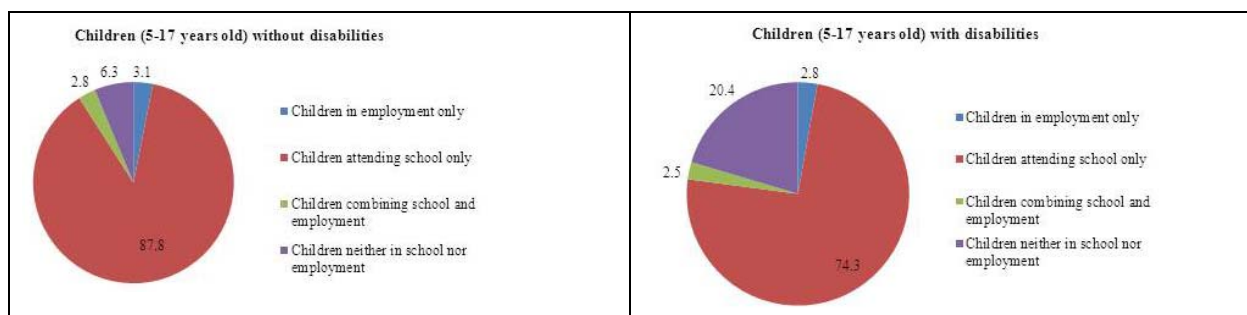
Specific research on topics to be defined after award and development of good practice document. The study and documentation of good practices in each country considering national, regional and local government coordination and collaboration and/or partnership models will also include topics to be identified and formulated with the development of the project itself.

Component 5: Addressing the Links between Child Labor and Disability

Children with disabilities are among the most vulnerable people in the world. They are particularly exposed to abuse, exploitation, violence and discrimination, and their involvement in child

labor enhances the risk of increasing their vulnerability. In **Ecuador** data confirms that disabled children participate massively in productive activities, often under extremely adverse conditions. This in turn jeopardizes school attendance and the children's future development opportunities.

The 2010 Census shows that 123,358 (3.1%) children between 5 and 17 years old live with at least one disability. In importance, the most frequent disabilities are physical and motor (28%) and intellectual (27%). While 76% of children with at least one disability attend school, this percentage increases to 91% for children without disabilities. There are, however, no considerable differences in labor status. Another relevant indicator is the percentage of children neither in employment nor attending school. Children with disabilities are more than three times more likely to be 'neither in school nor employment' children without disabilities (20,3% vs. 6.3%).



Source: Population and Household Census 2010

Contrary to what might be expected, the proportion of working children in households with one member with at least one disability is the same as in households without disabilities. This may be because a disability can act as a direct or indirect 'push' factor into child labor and not as a barrier to entry like it does for school.(Census 2010).

Despite lacking some key data related to types of work and status of employment for children with disabilities, one may conclude that these children work under similar or worse conditions than their peers without disabilities. More than 65% work in occupations that do not require specific qualifications (work in agriculture) but where the use of physical strength is required (e.g. as dockers, ushers). They are mostly self-employed (39%).

Ecuadorian public policy is recognized as exemplary in addressing disabilities. In 2007, the Government of Ecuador gave the Vice President's "Ecuador without Barriers Program" public policy status. The first Labor Register of People with Disabilities was created, and provided disability aids to those affected. In 2009, the government created the *Misión Manuela Espejo* Program and conducted a clinical and genetic bio-psychosocial study identifying 294,000 people with disabilities in the 24 provinces of the country. In 2010, the *Misión Joaquín Gallegos* Program was created, to provide people affected by severe mental or physical disabilities with a grant of US\$240 per month. Presently, as a result of these initiatives the country has a National Register of Persons with Disabilities, a public policy tool managed by the National Council on Disabilities (CONADIS) listing the beneficiaries of social protection programs on disability.

Despite progress made, there is a population of children and adolescents with disabilities who neither study nor work (20.4%) which is highly vulnerable to the worst forms of child labor and has yet to be reached by public programs. There is also a care gap between those children with disabilities who work exclusively (2.8%), because they are outside the education system, and those who combine work and study (2.5%), and may have poor attendance or poor learning achievement. There is currently no detailed information available on these two groups.

The Project will collaborate closely with the Vice President's Office in its current efforts to progressively hand over the responsibilities related to disabilities to the competent Ministries for the restitution of the rights of persons and households affected by disabilities and mainstream child labor into regular government agencies and programs.

Building the knowledge base on the interrelationship of child labor and disabilities: As a first step, the proposed child labor policy and legal review (Output 1.9) will include an analysis of how child labor policies and frameworks can be linked to existing policies and programs on disability to increase their impact on the needs of children with disabilities who work, children who work because of adult disability in the household and those who have acquired a disability as a result of child labor. The

Project will propose a close collaboration with the project implemented under SGA12-11 to include disability variables into their baseline survey study.

Understanding the interplay between disabilities and child labor will inform future policy making at the local and national level. The Project will in component 4 (output 4.1) provide technical assistance to the National Statistical Office to include in the upcoming child labor survey and the 2020 Census questions about the reasons for children from households with disability to work, and to include in ENEMENDUR questions about disability and child labor. The Project will also carry out a rapid assessment (RAS) to analyze the main characteristics of child laborers with a disability, the relation with family and community environment, and potential consequences of child labor on this vulnerable group in terms of educational and health outcomes. In undertaking these tasks the Project will count on the technical expertise and support from IPEC's SIMPOC program and the ILOs specialists on Disabilities and the World of Work.

Promoting successful mainstreaming in compulsory education: Building on the education experience of Fundación Esquel, the Project will provide technical assistance to the on-going efforts of the Ministry of Education and the Vice President's Office to successfully reinsert children with disabilities into compulsory education, especially those identified as being out of school and out of work, and to improve access to occupational training opportunities for provide adolescents with the same characteristics access to occupational training opportunities. The Project will do this by enhancing the capacity of the school system to meet the special needs of children affected by disability by improving the teacher training modules on inclusive education developed by the Ministry of Education (MoE). The project will also assist in including information on disabled children into the school registries and empower community leaders, teachers, local authorities and local support committees to monitor if disabled children are in or out of school. This will give local actors the necessary tools to ensure children with disabilities are enrolled and attending regular education or, where appropriate, refer them to special education alternatives. For this purpose a special module on disability and child labor will be included in the training of trainers' module for community leaders and local governments and the Diploma for public

officials (Outputs 1.2 and 1.3). To address the needs of children with disabilities with a considerable scholastic lag, the Project will coordinate with the Ministry of Education to develop guidelines for the creation of an inclusive environment in the Accelerated Basic Education Cycle (*Ciclo Básico Abreviado*) which is currently being successfully implemented in Quito.

In addition, the Project will elaborate a proposal for MIES to modify the Human Development Grant program to include a differentiated conditional cash transfer model for households with disabilities and working children. This model will promote: (a) school reintegration and (b) timely age appropriate school completion, as a means to increase the impact of the grant on the school attendance of children with disabilities and to reduce working hours.

Training opportunities and youth employment: For adolescents with high levels of vulnerability preventing their inclusion in regular education, it also is necessary to develop an adequate range of training opportunities with a view to self-employment via productive enterprises and decent jobs.

In coordination with CONADIS and MRL, the Project will conduct in one selected Municipality an analysis of potential labor market and self-employment opportunities for adults or adolescents with disabilities to foster the integration of young people and adults with disabilities into safe work and/or productive activities.

Based on the labor market analysis, and building on successful and documented programs for inclusive vocational training and for people with disabilities, the Project will coordinate with the USDOL-funded Project to Combat the Worst Forms of Child Labor through Horizontal Cooperation to ensure that the creation of a curriculum specially tailored to the learning needs of adolescents in the SECAP program, will take into account the special needs of adolescents with disabilities.

In order to ensure that adolescents and adults with disabilities are included in enterprise- and employment-related services and programs, based on the labor market survey, the Project will support the Ministry of Labor in improving its employment intermediation placement strategies such as *Red Socioempleo* and the Productive Youth Program - which is in the process of being transferred to the MRL – so it can also benefit vulnerable adolescents aged between 15-17 years and those with disabilities.

Dissemination of research and lessons learned: By the end of the Project, based on the results of the policy review, good practices from this Project and the project implemented under SGA 12-11, research and experiences from other countries, will be documented and disseminated. The Project will present a document with recommendations on policy strategies to combat child labor in households affected by disabilities and how to address education needs, social support and employability options for children under 18 who have acquired disabilities as a result of child labor.

In order to strengthen law enforcement, the Project will also support the MRL in creating an adolescent work register that includes references to disabilities. The register will permit the authorities to develop better profiles of adolescent workers and improve the understanding of the relationship between family background information and personal characteristics like disability condition, among others and child labor. These reports will also allow risky cases to be identified (Output 1.9). This, in addition to information about labor opportunities will improve the quality of employment opportunities for this special group.

Taking into account that the general public is not aware that certain types of child labor can result in injury and disability, based on the results of the risk assessments (activities 2.1.2 and 2.2.2), and with the support of ILO experts on OSH and, the Ministry of Health and Ministry of Labor, the Project will design public awareness and local mobilization campaigns at the national level and in the areas of intervention on hazardous child labor that may lead to disability. The media mix for dissemination of this campaign will be determined after completion of the KAP survey and focus groups with community leaders, parents, authorities, children and government entities (activities 3.1.3 and 3.2.1) to ensure their relevance.

Component 6: Sharing Lessons Between and Among Countries

Using the experience gained under the USDOL-funded Project to Combat the Worst Forms of Child Labor through Horizontal Cooperation covering Brazil, Bolivia, Ecuador and Paraguay, the Project will employ the new horizontal cooperation model on peer learning. The new model covers joint planning

for experience exchanges, joint setting of the expected outputs from the exchanges, undertaking exchange visits, signing agreements and monitoring for specific results, such as the promotion of domestic initiatives in the participating countries and the replication or adaptation of successful programs, among others. The project will also support the institutions on how to document good practices that can be exchanged and shared in the framework of the established south-south agenda.

The basis for the exchange in the context of this Project, will be the peer learning between Ecuador and Panama with a second sphere of influence encompassing the neighboring countries of Colombia, Peru and Brazil and will focus on the development of child labor policies, labor inspection, institutional coordination between central, regional and municipal levels and strategic alliances with non-governmental actors. During implementation, the Project will identify and document good practices and lessons learned in different processes (detailed in component 4), in order to gather quality technical information that will allow sharing the experience with other initiatives both within and outside countries.

The processes of exchange of good practices and lessons learned are often dependent on financial resources for visits and meetings; however, the Project will develop a virtual web-based learning community of practice on safe youth employment, child labor and disability, policy decentralization, migration, indigenous peoples, and legal work of adolescents, that will allow for a sustainable exchange of knowledge, tools and methodologies using a peer learning approach. This tool has already been successfully used and is based on a Web platform developed by the ILO's regional training center CINTERFOR. The Web platform will also be used to organize eight virtual seminars, two per year, on the design and implementation of decentralized public policies, the role of local Government and the construction of public private alliances, youth employment, disability, occupational health and safety, social mobilization and awareness-raising.

Taking advantage of the ILO's presence in different countries of the region, the Project will promote information exchange and technical missions to share successful and innovative experiences with labor inspectorates from national and local level between Panama, Ecuador, Argentina and Brazil including on successful systems for sanctioning employers of child laborers. The Project will also support

an exchange visit between from Ecuador and Panama to Colombia so they can to learn first- hand about Colombia's successful national child labor identification system (Outputs 1.1 and 1.2) and another exchange visit between Ecuador and Panama to share the experience of the Opportunities Network that transfers grants directly to adolescents who have finished basic education with the conditionality that they go on to participate in technical or vocational training. On the other hand, Ecuador will also share their Solidarity Productive Credit Program with Panama as a successful sustainability strategy (Outputs 1.5 and 1.6).

Since Ecuadorian public policy is recognized as exemplary in addressing disabilities, the Project will organize an event in Ecuador with the participation of disability organizations, employers' and workers' organizations from other Latin American countries on successful policy strategies and model interventions to combat child labor in households affected by disabilities based on the policy document the Project will produce (Output 5.4).

Traditionally, exchanges are conducted at specific meetings and visits, but the Project will go further and incorporate, a "continuous learning" methodology to promote the creation of adolescent employment registers by creating an exchange with peers in Peru, Uruguay and Colombia, countries which are already implementing a register (Output 1.9).

The project will design and implement a monitoring plan to collect data on which best practices have been replicated throughout the Project. Using the ILO's web-based Regional Information System on Child Labor (SIRTI), the newsletter "Encuentros", and the Facebook group "A world without child labor is possible" (<https://www.facebook.com/unmundosinabajoinfantilesposible>), the Project will disseminate the findings from the monitoring system. This information will also be included used by the Latin American Network Against Child Labor, a joint initiative of the ILO and the Telefónica Foundation (<http://es.redcontraeltrabajoinfantil.com/>).

Component 7: Promoting Transparency and Accountability

The Project will promote the active participation of national, regional and local authorities, indigenous, afro-descendant, migrant and disability groups' representatives and community leaders in the processes of design, implementation and monitoring of all interventions.

This approach will be immediately put into use for the two consultation workshops in Ecuador and Panama with stakeholders (government agencies, workers' and employers' organizations, indigenous communities and disability organizations at national level with the participation of departmental and local authorities, and leaders of indigenous and Afro-descendant peoples) to validate the Project's design as a means of ensuring that all planned activities effectively contribute to strengthening inter-institutional policies and mechanisms (Start-Up Activity 3).

In order to build credibility and trust at the national level, the Project will sign agreements with the Inter-agency Committee on Child Labor in Ecuador and the National Committee in Panama to create a task force to follow up on and ensure complementarity of actions and synergies among the various actors of national policies, avoiding duplication of efforts and resources and ensuring transparency of actions.

Along the same lines, the Project will conduct various public events (meetings, presentations and turnover of deliverables, etc.) to account for progress made and contributions to public policy. Coordination will be established with the ministries of labor responsible for child labor specific policies to participate in specific events such as World Day against Child Labor or National Children's Day. Also envisaged is production of promotional material to publicize the Project's objectives, main activities and expected outcomes, and how to contact and access the information generated.

At the local level, the Project will follow the same strategies as with municipalities in intervention areas in order to sign institutional arrangements, convene public meetings and participate in special celebrations making it possible to disseminate Project progress and results. (Output 7.1 and 7.2)

At the community level, the project will build on the existing local support committees to involve them in decision-making throughout the development of the intervention; define mutual responsibilities for local monitoring and follow-up in order to make adjustments and improvements; to disseminate

printed materials and radio broadcasts in local languages; to conduct community consultations to inform decision making; to convene meetings and workshops to serve as forums for exchanging information and disseminating the impact of Project activities. These strengthened committees will also have an active role in advocacy with public authorities and institutions to mainstream the issue of prevention and elimination of child labor in public policies and programs. (Output 7.3 and 7.4) By securing this level of involvement at national and community levels, the Project will also generate a sense of ownership and appropriation, which will facilitate the transfer and sustainability of the Project's initiatives.

To ensure future access to information and lessons learned once the Project is completed, project progress and achievements will be posted on the websites of the ILO, Casa Esperanza and Esquel Foundation under specialized sections to ensure their visibility. A special e-mail address will be created as an open channel for the exchange of information.

At the international level, the Project will leverage the reach of the Regional Information System on Child Labor (SIRTI) that has nearly 10,000 subscribers, the newsletter "*Encuentros*" and the Facebook account *A world without child labor is possible* (<http://www.facebook.com/unmundosintrabajoinfantilesposible>) to spread the Project's lessons learned and experiences. Additionally, the intervention areas and results of the project will be incorporated into the thematic agenda of the Latin American Network against Child Labor (<http://es.redcontraeltrabajoinfantil.com/>), the regional virtual platform promoted by the ILO and Fundación Telefónica mentioned above. (Output 7.1 and 7.2)

3. ORGANIZATIONAL CAPACITY

The **ILO** has almost 100 years of experience promoting social justice and ensuring the observance of internationally recognized human and labor rights. As a specialized UN agency with 185 member States, the ILO assists countries to apply their international labor obligations through social dialogue, research, technical advice and guidance, and technical assistance projects. Currently, the ILO has an active portfolio of over 700 projects and manages a biannual budget of over US\$ 861,620,000

(2012-2013). The ILO employs approximately 2,700 officials from 150 nations around the world, including in 40 field offices.

IPEC is the ILO program charged with providing technical assistance to its constituents, to support their efforts to reduce and eventually eliminate child labor, with special attention given to the WF Child Labor. Since 2004, IPEC and its projects has withdrawn or prevented over 1.2 million children from child labor through implementation of various strategic approaches such as education and livelihoods support, the IPEC integrated area-based approach and sector-specific interventions. In addition, more than 80 million children worldwide benefited indirectly from IPEC's work.

Within the 20 years of its existence IPEC has successfully supported operations in more than 90 countries. IPEC cooperates with all levels of government, employers' and workers' organizations, and over 2,000 different implementing agencies, including international and local NGOs, education providers, MFIs, private sector initiatives and universities.

The **Fundación Esquel** is a non-profit, private civil society organization contributing to sustainable human development in Ecuador, enhancing the quality of life for the poor, and building a democratic, responsible society based on solidarity. Founded in 1990, Fundación Esquel has become a key non-profit organization supporting development in Ecuador. Fundación Esquel's philosophy is that true development cannot be achieved without strengthening democracy or without the participation of marginalized sectors. Hence Fundación Esquel places an emphasis on working with grassroots organizations, civil society and local governments, indigenous peoples and Afro-descendants, women, youth, business sectors, inter alia, to promote social and citizen responsibility. Fundación Esquel is the only Ecuadorian civil society organization implementing a Process Quality Management System that is ISO 9001-2008 certified. It has a comprehensive system for planning, monitoring and evaluation of all its programs. Fundación Esquel has its own facilities and equipment, which will be available to the project. Its staff is currently composed of 25 permanent officials and nearly 500 professional associates with whom the organization works on specific issues.

Fundación Esquel's work focuses primarily on the following areas: Democracy, Justice and Citizen Participation, Education, Local Economic Development and Social Responsibility. With an investment of over \$45 million, Fundación Esquel has worked on over 450 projects in 20 of the 24 provinces in Ecuador, with emphasis on rural areas, to provide technical assistance, capacity building and promoting democratic principles, among others. The concrete results of interventions led by Fundación Esquel have helped to improve living conditions and equity, building and strengthening education, economic inclusion, strengthening organizations, promoting sustainable use of resources, and development of local capacities, benefiting nearly one million people directly and nearly two million indirectly.

Casa Esperanza is a Panamanian non-governmental, non-profit, organization funded in October 1992 which specializes on child labor. In 2000, it opened its first four daytime centers in Panama providing supervised study halls, academic reinforcement, nutrition, primary health, and recreation and sports services to 600 working children or children at risk of child labor between 4 and 17. It has developed innovative services to provide education to migrant children working in coffee farms and currently works in 40 rural indigenous communities. Casa Esperanza has developed and runs a capacity-building program for youth which provides development opportunities for adolescents aged between 14 and 17 years through specialized courses. The two crosscutting areas of work, child labor and youth employment promotion through skills development for adolescents, have been strengthened by major private and public sector partnerships.

Casa Esperanza has over 20 years working to protect working children and withdraw them from work. Casa Esperanza has been a leader advocating for public policies for the eradication of child labor and the provision of services for working children. It has created model interventions for educational and livelihood services. It has designed, mobilized resources and carried out national awareness raising campaigns. It for provides comprehensive care to 7,200 children and adolescents in seven provinces and 40 indigenous communities in the Ngäbe Buglé *comarca*, Colón, Coclé, Los Santos, Herrera, Veraguas and Chiriquí. It will soon open a center in Darien. This structure will be fully available to the project.

Casa Esperanza currently has 170 employees and 181 volunteers recruited to strengthen its presence in the various areas of implementation. In its 20 years of existence, Casa Esperanza has contributed to important advances against Child Labor: 21,500 children and adolescents received educational opportunities and 14,900 children and adolescents have been withdrawn from Child Labor through actions implemented by Casa Esperanza; and 14,000 parents participated in family counseling programs. Additionally, over 5,000 parents of working children have benefited from livelihood programs such as micro enterprise development and job placement.

COMUNIDEC, is an Ecuadorian non- profit organization specialized in local development. It has designed participative methodologies that permit grass root organizations, NGOs, public, private and international organizations and local government to promote community participation in project planning, execution and monitoring. It has worked as advisor and capacity builders in the Elaboration of Local Development in Cotacachi, Guamote, Suscal, Shushufindi, Archidona and Guaranda cantons which resulted in the documentation of the methodology in the SISDEL Contract Experience, it has experience working with the World Bank, UNDP and is currently implementing action programs supported by the USDOL funded project on Horizontal Cooperation, which have developed and is testing and validating a model of intervention for withdrawal and prevention of Child Labor in indigenous communities in the provinces of Imbabura and Chimborazo, as well as with Afro-descendent communities in Esmeraldas. The monitoring process of this ongoing effort is showing that this model, grounded on the culture and strengths of the communities themselves is proving to be highly successful, something this project will benefit from.

The combination of the experience and competencies of the consortium of the ILO, Casa Esperanza and Fundación Esquel ensures, together with COMUNIDEC, a solid alliance with an excellent track record in the two countries. The organizations jointly add to the project a broad scope of knowledge, presence, legitimacy and the ability to bring about a decisive response at all levels of intervention towards the eradication of child labor in **Ecuador** and **Panama**.

3.1 *International and U.S. Government Grant and/or Contract Experience*

The ILO has received over \$ 577,000,000 from the US Government (USG) for projects to promote fundamental principles and rights at work. 73% of this amount (more than \$ 420,000,000) was granted for projects eliminating Child Labor. The US Department of State granted \$ 2,300,000 of this amount. The remainder was provided by USDOL. 34 Cooperative Agreements have been signed between IPEC and USDOL since 1998 for over 175 Projects on Child Labor, for a total of over \$ 420,000,000. Results of this cooperation have been positive and exceeded the set GPRA targets. Since US Fiscal Year 2002, USDOL-funded IPEC implemented projects have withdrawn or prevented a total of 907,371 children from Child Labor through the provision of educational opportunities. From Fiscal Year 2006 through 2011, a total of 62 countries have taken concrete actions and steps to increase their capacity to combat Child Labor according to USDOL's capacity indicators.

Fundación Esquel has received over USD 17 million for projects to promote democracy, justice and civil society since 1990 from US- based institutions, as follows: Foundations \$7.067.194; USAID \$9.787.110, United States Embassy in Ecuador \$72.967; Private entities \$188.334; National Endowment for Democracy \$155.850; Organization of American States \$4.500. The USAID project which lasted nine years resulted in the Society Justice Fund which implemented 77 projects to improve rights and justice in Ecuador at the state and local level. Since 2000 Fundación Esquel has been working on supporting the development and strengthening of the intercultural and bilingual education system in Ecuador with an estimated investment of USD 8 million, funded by Spain, Finland and the European Union. Fundación Esquel also has experience in the development and implementation of actions to improve health care services and livelihoods of families in indigenous communities.

Casa Esperanza has developed several programs to promote the eradication of child labor, among which are various action programs as part of both phases of the USDOL-funded, ILO implemented Country Program against the worst forms of child labor in Panama. Casa Esperanza also executed a Subcontract with Creative Associates International for the USDOL-funded project DESTINO. The sub-contract aimed to enhance the lives of adolescents by implementing recreational training activities,

developing technical and vocational skills to increase employability. Among others, courses in English, computer skills and cosmetology were offered, while actively promoting school attendance, retention and success and developing networks of volunteers to support the implementation of planned actions. This project served 600 direct and 2,000 indirect beneficiaries.

3.2 Country Presence and Host Government Support

The ILO covers the two countries through the Office for the Andean Countries and the Office for Central America, Panama, Dominican Republic and Haiti. The ILO project offices have been in place in Panama since the early 1980s and Ecuador since 2003. The ILO has provided technical support, advisory services aimed at strengthening national policies, improving legislation and labor law enforcement, and implemented projects on child labor, workplace inclusion for people with disabilities, youth employment, vocational training Social Protection, promotion of indigenous rights and promotion of local economic development and improving rural livelihoods.

Since its inception, Fundación Esquel has been present in 20 of the 24 provinces of Ecuador, and is currently present and working in the areas proposed for intervention in this project. The institution has strong organizational capacity and demonstrated ability to manage, both technically and financially, large and complex projects. Fundación Esquel counts on excellent political and cooperative relations with the local public administration agencies in the areas of intervention, as well as with grassroots organizations, local NGOs, academic institutions at local and national levels and other actors. Fundación Esquel has excellent political and cooperative relations with the Decentralized Autonomous Governments (GADs) of Esmeraldas, Imbabura, Pichincha, Cotopaxi, Chimborazo. In the field of education, Fundación Esquel enjoys privileged working relations with the Zonal Coordinating Unit for Education of Administrative Zone 1, where the province of Esmeraldas is located, and of Administrative Zone 3 which comprises the Sierra Central Provinces targeted by the project.

Casa Esperanza has been present and operational in Panama since 1992. Its areas of coverage include the provinces of Panama, Colón, Veraguas, Coclé, Herrera, Los Santos, Chiriquí and 40

communities of the Ngäbe Buglé *comarca*. Its main programs include the monitoring and situation analysis of the child labor situation in numerous areas of intervention, direct care programs for the prevention and withdrawal of children from child labor, the establishment of protection networks and partnerships between public and private sectors and institutions. Casa Esperanza is a member of the National Support Network for Children and Adolescents in Panama and CETIPPAT. It has a long standing, continuous and excellent working relationship with all relevant government institutions, including the Ministry of Social Development, MoH, MINEDU, MITRADEL, INADEH, the Institute for Professional Training and Human Resource Management (IFARHU), and AMPYME. At the local level, it works closely with the municipalities in the Province of Panama and Chiriquí, In the Ngäbe Buglé *comarca*, it works with the Municipalities of Muna, Besiko, Nole Duima, the Ngäbe Buglé Women's Association and the traditional *comarca* authorities.

3.3 Fiscal Oversight

The ILO has a comprehensive fiscal oversight system to ensure sound accountability. The main elements of the ILO's fiscal oversight system include the External Auditor, the Office of the Treasurer and Financial Comptroller, the Financial Services Department, and the Office of Internal Audit and Oversight.

The External Auditor (external oversight) conducts audits in conformity with the Common Auditing Standards of the Panel of External Auditors of the United Nations, the Specialized Agencies and the International Atomic Energy Agency that are designed primarily for the purpose of providing an opinion on the accounts as a whole. The External Auditor reports to the ILO's Governing Body and is required under the Common Auditing Standards to obtain sufficient evidence to give reasonable assurance that the ILO's financial statements are free from material misstatement. The current External Auditor is the Auditor General of Canada.

The ILO's Office of the Treasurer and Financial Comptroller and its Financial Services Department supervise and verify ILO accounts. The Financial Services Department is responsible to the

Treasurer for the performance and supervision of all budgetary, financial and accounting operations, and for establishing and monitoring application of policies and procedures relating to all financial operations.

The ILO's Office of Internal Audit and Oversight (IAO), which reports directly to the ILO's Director General, fulfills an independent oversight function. Through audit, inspection and investigation processes, the IAO determines the adequacy and effectiveness of the Organization's system of internal control, financial management and use of assets. Its aim is to provide reasonable assurance that the activities have contributed to the attainment of the Organization's goals and objectives. The IAO adopts a proactive approach to facilitating the assessment of risks and controls and promotes a learning culture in support of management's process to enhance efficiency, effectiveness and value for money in the activities of the Organization. IAO conducts its audits in accordance with best professional practices as promulgated by the Institute of Internal Auditors¹⁰

In the 22 years since its creation, Fundación Esquel has spent nearly USD 48,000,000 in financial and technical resources on more than 500 projects with the support of international and national organizations. An important asset for Fundación Esquel is its efficient and transparent management of financial resources, based on solid administrative, financial and accounting standards and procedures. Its accounting system is implemented in Solomon, which allows for multi-currency accounting support of all its projects and programs. The financial statements comprise the consolidation of all programs and projects run by Fundación Esquel and are prepared annually to be audited by an external international firm. The review is conducted by the Financial Administrative Coordinator, and then submitted to the Executive Director of the Foundation. Once audited, they are transmitted to the Board of Directors, partners and donors. Financial reports are prepared in accordance with the standards and formats required by each donor.

The accounting system of Casa Esperanza is implemented in Peachtree, which allowing financial control of all administrative and intervention areas of the institution. It also allows performing financial tasks more easily by project because accounts are clearly identified either by project or intervention.

¹⁰ Please refer to Annex G for the ILO's Financial Report and Audited Financial Statement.

Financial Statements are prepared by an external audit firm which is part of NLCM INTERNATIONAL, a worldwide organization of independent accounting firms. The financial statements consolidate all programs and projects managed by Casa Esperanza. Prior to their completion, external auditors perform a comprehensive audit and then proceed to deliver the document. The report is submitted to the board of directors of the institution, government agencies and donors. Financial reports and rendering of accounts are prepared in accordance with the standards and formats required by each donor, always ensuring complete transparency.

3.4 Key Personnel

This project brings together a management team consisting of a Project Director (PD), a Labor Inspection and Labor Law Enforcement Specialist (LI&LL), a Child Labor and Social Protection (SP) specialist and a Monitoring & Evaluation Officer (M&E) who are exceptional international and national professionals with extensive combined experience in developing child labor policies and managing child labor programs. All of the selected candidates have the required technical skills and experience with USDOL-funded projects. All key personnel are committed to start working within 45 days of the award of the grant. The terms of reference and selected qualifications for each of the proposed candidates are presented in the table below. Please see Annex E for job descriptions, CVs and letters of commitment.

Name, Education & Languages	Abbreviated Terms of Reference for Key Personnel	Selected Qualifications for Key Personnel
Project Director, ILO, Ecuador		
<p>José Roberto Morales</p> <p>Masters in Finance</p> <p>BA International Relations</p> <p>Spanish (mother tongue) Fluent in English</p>	<ul style="list-style-type: none"> • Lead overall project management, implementation and supervision and ensure compliance with the grant agreement requirements. • Establish and maintain systems for project operations, delivery of project targets and quality of products. • Ensure quality and timeliness of submission of technical and financial progress reports to USDOL. • Maintain close working relationships and coordinate with the relevant ministries, other project stakeholders and partner organizations to ensure timely delivery of project targets and build capacity of local partners in the management of USDOL grant awards. • Build coalition with key players and promote public-private partnerships to 	<ul style="list-style-type: none"> • Highly experienced in project management, implementation, monitoring, and evaluation, and reporting while ensuring effective delivery. This includes responsibility for budget planning and revisions, supervision and monitoring of financial and administrative operations. • Over 14 years of professional experience in the field of human rights, including nine years participating in the process of designing, executing and evaluating USDOL funded child labor programs (TBP I, Education Initiative, Fireworks and Economic Empowerment Project). • Nine years of extensive experience in a leadership role for implementing and managing child labor projects in seven sectors (sugar cane, fishing, dumpsites, informal sector, coffee plantations, and fireworks production) • Provided technical support to Government representatives and other stakeholders towards the development of child labor policies and definition of child labor protection services protocols.

Name, Education & Languages	Abbreviated Terms of Reference for Key Personnel	Selected Qualifications for Key Personnel
	eliminate Child Labor.	<ul style="list-style-type: none"> • Extensive experience working with the private sector in developing and implementing codes of conduct on child labor and with workers' organizations in the definition of child labor prevention and eradication.
Labor Inspection and Labor Law Enforcement Specialist, Casa Esperanza, Panama		
<p>Ahychel Elías</p> <p>Diploma on Strategies for Prevention and Eradication of Child Labor from the Specialized University of the Americas (UDELAS)</p> <p>BA in Social Work</p> <p>Spanish (mother tongue) Basic English</p>	<ul style="list-style-type: none"> • Will provide technical advice to the Ministries of Labor of Panama and Ecuador on how to improve child labor inspection and child labor law enforcement. • Review and provide recommendations on how to improve normative framework particularly inspection regulations and the revision of the current child labor hazardous lists. • Provide technical assistance to governments, workers and employers as well as communities on the implementation of a child labor monitoring system. • Will supervise the Safe Youth Employment of the project component that withdraws children of working age from hazardous work either by reducing risks, providing referral to a safer work or to training opportunities 	<ul style="list-style-type: none"> • Five (5) years' experience in the implementation of child labor policies and programs particularly the detection and referral of children through labor inspections. • Experience as specialized child labor inspector. • Director an government action program to detect and monitor child labor and refer children to social programs and services implemented by the Ministry of Labor of Panama • Participated in the development of national plan for the eradication of child labor.. • Familiarity with labor legislation in particular the protection of adolescent workers. • Experience as labor inspector on Occupational Health and Safety issues. • Familiarity with the concern and needs of adolescent workers • Effective at ensuring inter-institutional coordination with Ministry of Education and the non-formal education institutions • Skilled at training parents of working children
Child Labor and Social Protection Policy Specialist, ILO, Panama		
<p>Briseida Barrantes</p> <p>MA in Gender and Development</p> <p>BA in Sociology, University of Panama.</p> <p>Spanish (mother tongue) Basic English</p>	<ul style="list-style-type: none"> • Provide technical advice to the Government of Panama and Ecuador on how to improve the capacity of national, regional and local governments to improve child labor policy coordination, • Provide advice on the development of a strategic, results-based management plan for the eradication of child labor • Responsible for incorporation of child labor concerns into social protection programs. • In responsible for developing research and programs linking child labor eradication policies and disability and disability employment policies (Ecuador component). • Provide technical advice to workers and employers' organizations, civil society organizations on advice on how to improve their child labor policies and programs • Supervise the awareness raising component of the project 	<ul style="list-style-type: none"> • Nine years (9) experience in the development and implementation of projects aimed at the prevention and eradication of child labor including 6 with the position of National Coordinator of the International Programme on the Elimination of Child Labor of the ILO. • Extensive knowledge of the role of governmental institutions and the main instruments of social protection of children and children in situations of labor exploitation. • Implemented strategies aimed at ensuring the sustainability of key actions that should transcend governments. • Provided technical advice to social protection programs such as Red de Oportunidades and Padrino Empresario of Ministerio de Desarrollo Social (MIDES). • Experience advocating with and providing technical advice to , NGOs, trade unions, employers and representatives of indigenous peoples,
Monitoring and Evaluation Officer, Casa Esperanza, Panama		
<p>Sabas Monroy</p> <p>Postgraduate Course in Results and Impact Evaluation of Public Organizations</p> <p>BA in Economics and Business Administration</p>	<ul style="list-style-type: none"> • Responsible for implementing the project's M&E activities, including the DBMS. • Develop the Project's CMEP. • Ensure timely quality reports to donor and stakeholders. • Provide technical advice on the design of indicators, baselines, surveys and other data collection activities • Collaborate closely with Project Director, the IPEC SIMPOC program and technical 	<ul style="list-style-type: none"> • Eleven years of work experience in project management, monitoring and evaluation in different areas of social and productive development including labor rights, employment, infrastructure, health and nutrition services, as well as conditional cash transfers. • Experience in the monitoring and evaluation of international and national development projects with United Nations agencies and multilateral banks • Work experience includes the area of strategic planning and performance measurement, indicator selection,

Name, Education & Languages	Abbreviated Terms of Reference for Key Personnel	Selected Qualifications for Key Personnel
BA in Computer Science Spanish (mother tongue) Fluent English	specialists in the implementation of the research component of the program <ul style="list-style-type: none"> • Adapt to the national context previous ILO-IPEC monitoring systems such as the Child Labor Monitoring Systems (CLMS) • Facilitate baseline, midterm and final evaluations and serve as point of contact between USDOL and external evaluator. 	methodologies of quantitative and qualitative data collection and analysis, database management and impact evaluation.

3.5 Other Professional Personnel

The project will hire an administrative and financial assistant who will be hired by the ILO. The project will count on the staff and offices of Casa Esperanza for local coordination in Panama. Casa Esperanza has offices in Colón, and the Ngäbe Buglé *comarca* with experienced staff who have been working on child labor projects. Casa Esperanza will soon open an office in Darien. Fundación Esquel has offices in Pichincha (Quito), Esmeraldas and Chimborazo and will hire a local coordinator under the project in Esmeraldas and Chimborazo. The local coordinators hired will have experience in local development and community mobilization. Local coordinators, hired by the project, or provided by the sub-grantees will be responsible for establishing close links between the project and the local communities, the Local Support Committees, municipalities, local government agencies, Under the supervision of technical specialists and providing technical advice and training in the implementation of the Municipal Child Labor monitoring system, development and use of local protocols for the identification and referral of child laborers and oversee the implementation of the Safe Youth Employment component of the program in the communities. They will also play a central role in the development and implementation of local awareness raising campaigns, and promoting sustainability and partnerships with the private sector and other organizations working on child labor related issues.

3.6 Project Management Plan (please refer to chart in Annex D)

The project will have staff presence in both Ecuador and Panama. The Key Personnel: the Project Director, Labor Inspection and Labor Law Enforcement Specialist, the Child Labor and Social Protection Specialist and Monitoring & Evaluation Officer, will all be based in Panama where the project will have

its HQ and will be employed by the ILO (PD) and Casa Esperanza (LI&LL, SP and M&E). Fundación Esquel will employ two Local Coordinators in Esmeraldas and Chimborazo under the project, and make available to the project its structure in Quito and the selected project areas. The Key Personnel will provide technical guidance and supervise the work of local coordinators in their respective areas of expertise. The ILO as grantee will be responsible for the overall management, financial and technical oversight as well as effective and timely technical and financial reporting to USDOL. The Project Director will report to the Director of the ILO Regional Office in Lima and receive technical inputs from ILO-IPEC technical specialists in Geneva. All project staff will report directly to the Project Director. In order to provide adequate administrative support to the project, an Administrative Assistant will be hired and employed by the ILO. . Since the ILO will be responsible for financial oversight and compliance, the project director will draw on the ILO's existing regional financial management structure to ensure the project's full compliance with ILO and USDOL administrative and financial procedures.

The ILO has vast experience managing bi-national and multi-country projects. The preparatory activities of the project include an induction workshop for the Key Personnel. This will permit the bi-national project staff to come together for in depth technical discussions of the project strategies models and methodologies as well as ILO and USDOL policies, procedures and requirements. Since the project's technical specialists will all be based in Panama, this workshop is crucial to have a consistent strategy, involving also the key staff of Fundación Esquel who will be involved in ensuring the smooth operation of the project in Ecuador. Provisions have been made for the necessary travel of Project Director and specialists.

To ensure quality services to stakeholders and beneficiaries, the Project will receive substantial technical and administrative guidance from the ILO Decent Work Teams based in San José and Lima respectively, including the Regional Child Labor and Youth Employment Specialist, as well as from ILO, Casa Esperanza and Fundación Esquel HQ.